

## WHAT IS CLAIMED IS:

1. A computer implemented method of facilitating work allocation among employees within an organization comprising:  
 presenting a work schedule to a first one of said employees, including indicators of work shifts assigned to said first one of said employees;  
 5 receiving input from said first one of said employees, indicative of a desire to make a particular one of said work shifts assigned to said first one of said employees available to other employees within said organization;  
 presenting indicators of availability of said particular one of said assigned work shifts to other employees within said organization having sufficient  
 10 ability to substitute for said first employee;  
 receiving from one of said other employees an offer to assume said particular one of said assigned work shifts.
2. The method of claim 1, further comprising assigning said particular work shift to said one of said other employees, as a consequence of said offer.
- 15 3. The method of claim 2, further comprising seeking approval of said assigning prior to said assigning from a supervisor.
4. The method of claim 2, further comprising receiving an indicator of an acceptance of said offer by said first one of said employees.
5. The method of claim 1, further comprising identifying employees having  
 20 sufficient ability to substitute for said first employee by querying a database containing job identifiers of said first employee, and other employees.
6. The method of claim 5, wherein said indicators are only provided to employees having like job descriptions within said organization.
- 25 7. The method of claim 2, wherein said offer comprises a counter-offer.
8. The method of claim 7, wherein said counter-offer comprises a request to trade said particular work shift for another shift assigned to said one of said other employees.

30 9. A computer readable medium storing computer software for a work management system, that when loaded at computer server in communication with a data network, adapts said server to

present a work schedule to a first employee, including indicators of work shifts assigned to said first employee;

35 receive input from said first employee, indicative of a desire to make a particular one of said works shifts assigned to said first employee available to other employees within said organization;

present indicators of availability of said particular one of said work shifts to other employees within said organization having sufficient ability to substitute for said first employee;

40 receive from at least one of said other employees an offer to assume said particular one of said assigned work shifts.

10. A work management system, located within the premises of an organization, said system comprising:

a computer data network;

45 a computer server in communication with said data network;

a plurality of kiosks in communication with said data network;

said server hosting a database storing employee work schedules;

said kiosks in communication with said server;

50 said server operable to allow an employee to post shifts for trade from one of said kiosks, and receive bids from other employees to assume posted shifts by way of said kiosks.